



Harassment in the Workplace

University Policy

Whether on campus or at an off-campus site (such as an internship placement), the University of Denver is committed to creating work spaces that are free from harassment for students and employees alike. Harassment on the basis of any legally protected characteristic is a form of discrimination, and is therefore prohibited by the University's policies and procedures. Such legally protected characteristics include:

- ❖ Race or color
- ❖ Ethnicity or national origin
- ❖ Age
- ❖ Religion
- ❖ Disability
- ❖ Genetic information
- ❖ Veteran status
- ❖ Sex and gender (including gender expression and gender identity, sexual orientation, and pregnancy).

What is Harassment?

Prohibited harassment occurs if an environment has been created that has the purpose or effect of unreasonably interfering with an individual's academic or work performance (i.e. it is sufficiently serious, pervasive, or persistent as to create an intimidating, hostile or offensive environment for working or learning)

Harassment may take the form of (but is not limited to):

- ❖ Offensive slurs or jokes
- ❖ Stereotyping
- ❖ Hostility
- ❖ Requiring a person to tolerate or participate in unwanted behavior as the basis for employment, promotion, or discipline (aka, "*quid pro quo*")
- ❖ Other offensive oral, written, computer-generated, visual or physical conduct.

Where can I get help?

When a student or employee experiences harassment while participating in **any** University program, whether on or off campus, they are encouraged to contact the Office of Equal Opportunity & Title IX.

- ❖ **Report Online:** <http://www.du.edu/equalopportunity> (using the "Submit a Report" button).
- ❖ **Report via E-mail:** EqualOpportunity@du.edu or TitleIX@du.edu
- ❖ **Report via Phone:** Equal Opportunity: 303-871-7726; Title IX Coordinator: 303-871-7016